



POSITION ANNOUNCEMENT

INDUSTRIAL MECHANICAL CONSTRUCTION MANAGER

Delaware Based Contractor with over 30 years' experience serving the Mid-Atlantic region is seeking a self-confident independent leader to join our team. This is a senior management opportunity and creates a tremendous opportunity for advancement.

It is imperative to have team building skills and to be respectful to others so that desired results can be accomplished for the benefit of all the team members and senior management.

This challenging position will require a leadership vision to improve operations while working directly with our sister Electrical company, our Steel Fabrication/Erection profit center and HR department as partners.

Another critical success factor is the positive attitude and ability to want to mentor and train your direct reports to rise up within our organization.

Position Title: Industrial Mechanical Construction Manager

Reports to: President

QUALIFICATIONS

This leader has a strong sense of self-worth, is self-confident, is self-rewarding and is highly respectful of all team members. This leader must have extensive experience working with business development leaders, estimators, design managers, and other company players in assembling and managing bids to customers and selling our products and services.

By far the most important aspect of this role is the constant focus and positive attitude towards building and maintaining both new and existing customer relationships through successful outcomes on projects which may require the ability to handle adversity on occasion. We have cutting edge CRM technology to help you succeed in this regard.

As a senior level manager, the ability to recognize your team members strengths and weaknesses is very important. You will need the passion to develop these people from this knowledge to grow your team to its potential. This is a rewarding effort for the right applicant.

Understand the role of Safety on all projects. It is and will remain ShureLine's number one priority. It drives our culture.

Lastly this leader will need the patience, desire, and ability to transition into a new unit and the challenges with gaining the respect of the current team of 40-80 personnel. We perform mechanical services related to Petrochemical, Food & Beverage, O/G Terminals, Power/Process Piping, Millwrighting & Rigging, Plant Relocations & Demolition, Skid and Specialty Fabrication and Maintenance Contract projects. This is where we work.

AREAS OF RESPONSIBILITY

1. Be totally responsible for the financial and construction execution plan of all projects under your direct control. This includes all operational efforts required to pre-plan then execute your construction plan to accomplish senior management performance goals per project as defined by pre-award bid documents and strategies.
2. Communicate, manage, measure and report results of projects under your control in both operational and senior level performance review meetings. This will also require strategies to get projects not performing to desired levels back on track.
3. Through focused leadership, putting your General Foreman, Leadmen and field journeypersons in a position to succeed using effective communication, laying out what your expectations are and then executing project plan utilizing the most effective construction methodologies.
4. Tracking progress of projects labor, material, equipment, subcontractors and general conditions costs via our project cost accounting tools and software for reporting to team and senior management. Direct reporting to CFO will be required here.
5. Continual field presence is very important to manage your staff, build the customer relationship, verify project progress and when applicable realize negative cost impact to us via Change Order process. Manage the Change Order process from approval through billing, along with potential schedule impacts, if any.

6. Build, track, update and communicate Microsoft Project schedules with your direct reports to meet customer desired timeframes.
7. Possess the ability to read, comprehend and manage projects per the customer contract documents and specifications.
8. Manage manpower as required and work with HR Director on required resources when additional talent is required. This includes both Fabrication and Installation crews which may be working simultaneously.
9. Possess capacity to work with design lead and other managers to purchase required materials, set up subs, plan rental and owned equipment to facilitate best outcomes for field execution.
10. Have extensive knowledge with P&ID's, Equipment Arrangement Drawings, Fabrication Isometrics and Piping Specifications for all types of piping services. www.shure-line.com
11. Utilize our internal **Connecteam App** to improve our communications tool to maximize your teams morale, culture, and self-confidence.
12. Understand and relish the opportunity to do whatever it takes to get the job done.
13. Increasing EBITDA (Net Income) 5% through improvement efficiencies.

SPECIFICATIONS

<i>Desired</i>	<i>Required</i>
<ul style="list-style-type: none"> • Mechanical field experience • Welding oversight experience • QA/QC • HR Management • Presentation Skills • Sales Ninja 	<ul style="list-style-type: none"> • 7-10 years' CM Experience • Computer Systems Aptitude • Profit & Loss Experience • Long Term Manpower Planning

COMPENSATION

Salary: \$100,000.00 - \$120,000.00

Bonus Potential: \$10,000-\$50,000 calculated via profit center team bonus calculator.

BENEFITS

- Health Benefits Package including medical, dental, vision, and life insurance
- Aflac Supplemental Insurance
- 401(k) Retirement plan with company match
- Paid vacation time and paid holiday time